USS NASHVILLE
LPD 13

Alcohol and Drug Issues

…a Commanding Officer’s Perspective

MY BACKGROUND - 25 YEARS

- **Naval Aviator**
  - **CO F/A 18 Squadron**
- **Nuclear Qualified**
- **C4I Tour**
- **Ship Tours;**
  - **XO Ike**
  - **CO NSH**

Why was I Asked to Speak?

- **Dramatic Success; 2x Commands in a row**
  - XO on Ike; 01/01 - 08/02
  - CO on NSH; 10/02 - 4/04

- **Reduced Drug & Alcohol Incidents by over 70%**
  - Deployed
  - On Water Front
  - In Extended Shipyard Period

lcohol Deglam Program

I made a mistake...

...by calling it a “program”

Command’s are Buried with Programs

Navy has Programs*!!!*

- *Maintenance*
- *Training*
- *Safety*
- *GMT/Core Values*
- *Educational*
- *Mentoring*
- *Fitness*

CO’s/Command's can <u>Assimilate</u> only s

not a Program - WHAT?

A campaign to set up
Sailors to succeed
for ***LIFE****!!!*

- *Drugs*
- *Alcohol*
- *Education*
- *Promotion*
- *Core Values*
- *Mentoring*
- *Fitness*

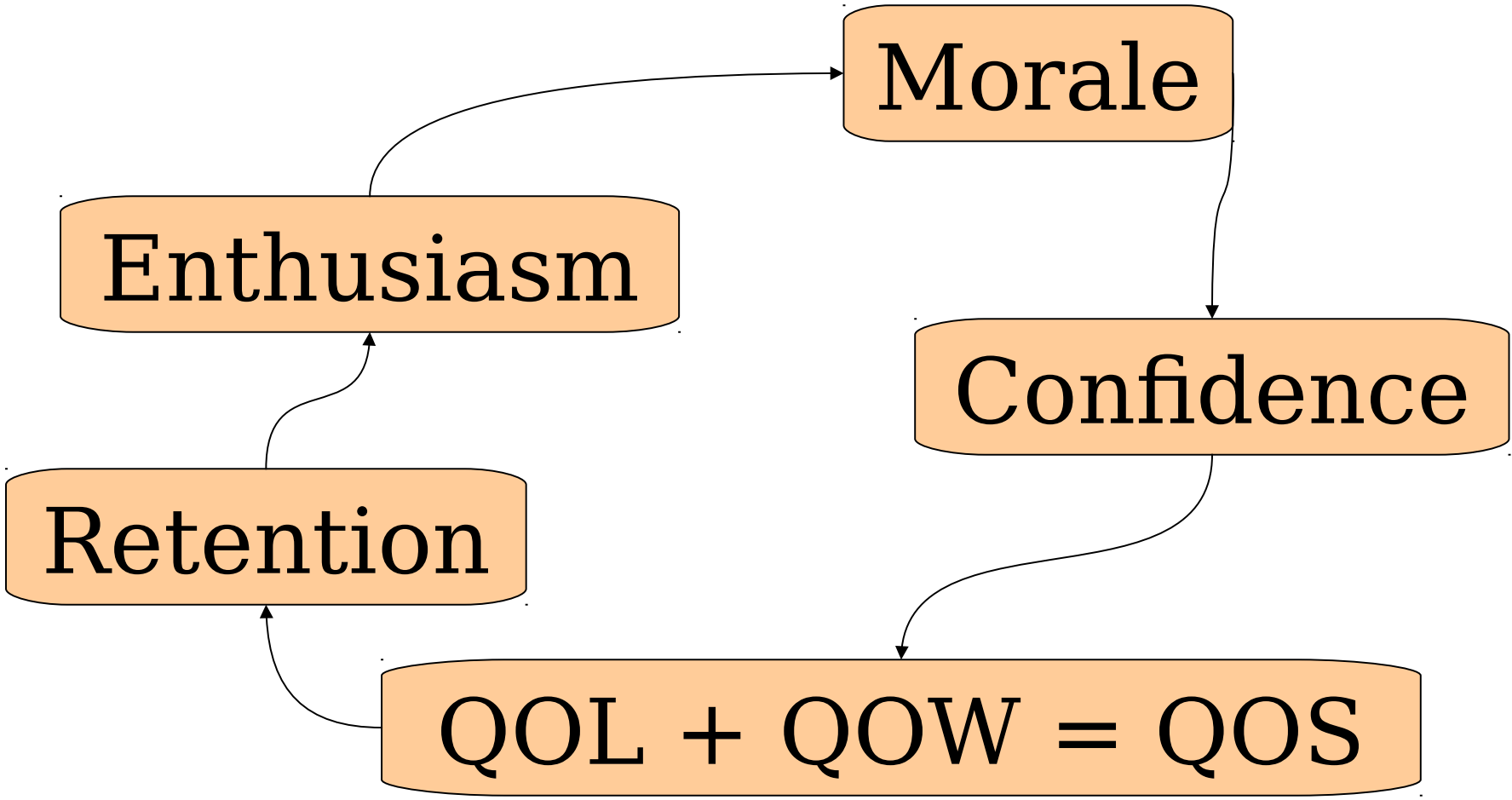
“Right Spirit Campai

For the Sailor

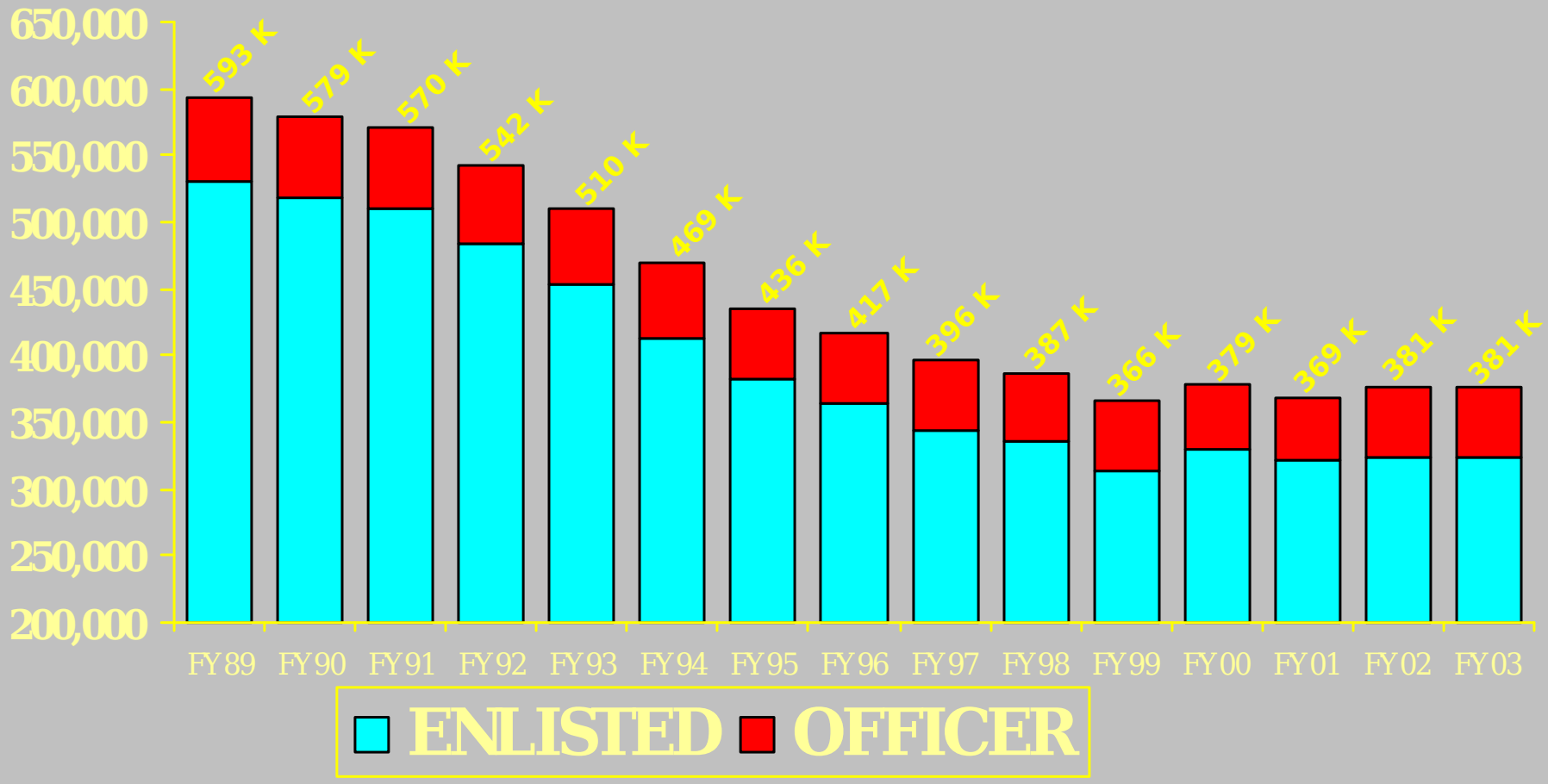
- The Sailor has to *believe* the organization cares about:
  - Family
  - Promotion
  - Training
  - Education
  - Work hours
  - Environment

QOL & QOW

FOR THE NAVY - MISSION SUCC



Navy Drawdown Profile



Command's Philosophy

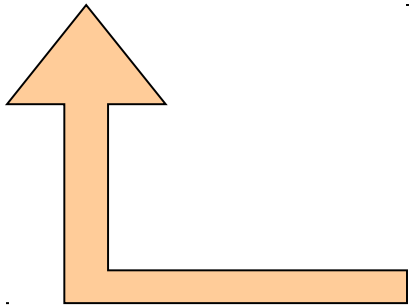
Sets the Command Climate!

- Goals/Focus;
  - Warriors/Mission/Sailor's Success
- Climate;
  - Pride & Professionalism
- Leadership
  - Khaki Buy-in
  - Standards
  - Communications
  - Safety

Enforce Standards!

Tough Love

- Standards
  - State
  - Set
  - Enforce
  - Follow through
  - NO BABYSITTING!!!



Education

- Treat as adults until proven otherwise
- Education pillar

CVN/LPD Command Success!

- **Based on Pillars for Success;**

  - ***Core Values***
  - ***Professionalism***
  - ***Education***
  - ***Standards (Tough love)***
  - ***Goals***
  - ***Tangible Results (Penalties)***

Nothing New -
Leadership is Time & E

What is Command's Message?

- **Alcohol - Be smart! (<u>Not prohibition</u>!)**
- **Drugs - No second chances!**

Note: No Drug Deglam Prog

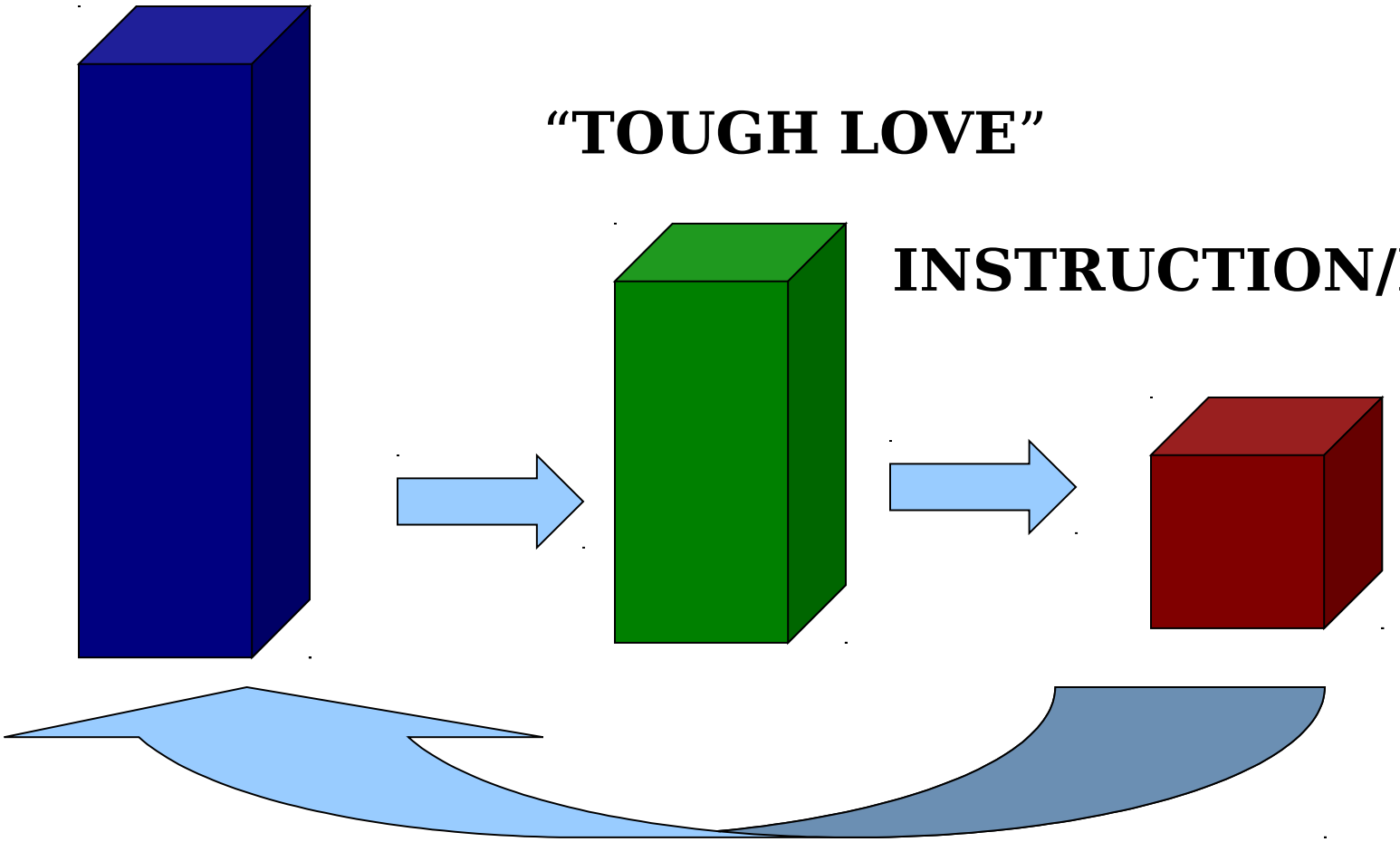
So - What is the Alcohol Deglam Concept!

It is a mindset, and more important it is a “subset” of the goal to set up Sailors to succeed for ***LIFE****!!!*

Leadership focused on <u>Three P</u>

DEGLAM Mechanics

EDUCATION



Three Pillars

- **Education**
  - **PREVENT**
  - **Divisional training**
  - **Reiteration**
- **Tough Love**
  - **Standards**
  - **Accountability**
- **Instruction/Reward**
  - **Peer Pressure**
  - **Deglam Day/Refresher training**

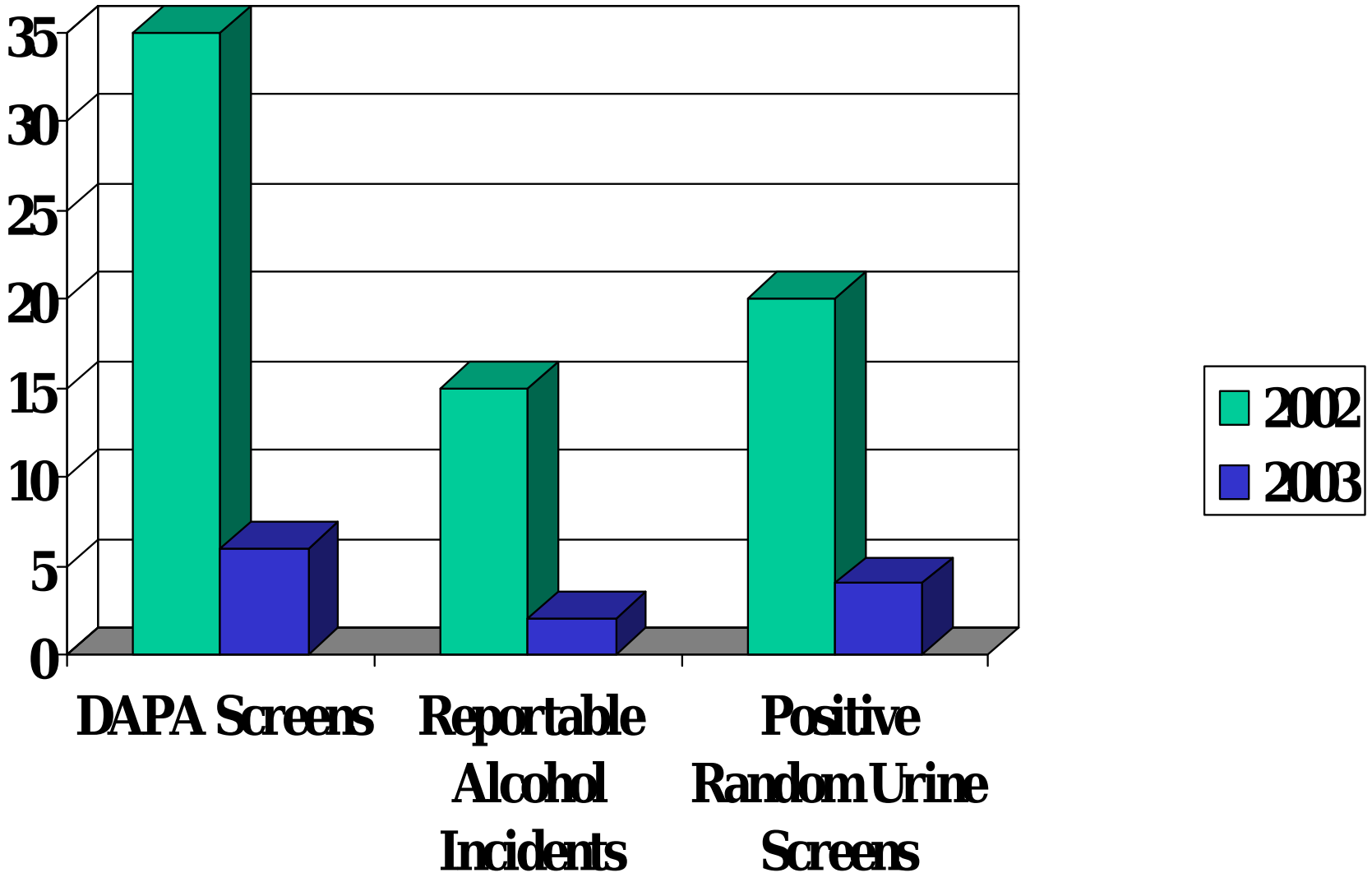
“IKE” Statistics (Oct 00-Oct 01)

- **Instantaneously reduced Drug & Alcohol Incidents by over 70 Percent!**

- **Four Year Overhaul; Pre-ordained Statistics**
  - **Enterprise**
  - **Nimitz**
  - **Ike**

Continuously on Retention Honor

NASHVILLE Statistics



Real Success is…

- **Greatly Reduce <u>Repeat</u> Alcohol Offenders!**

- **Greatly Reduce the number of of <u>all Types</u> of incidents!**
  - **FAP (Family Advocacy Program)**
  - **SAVI**
  - **Blue on Blue**

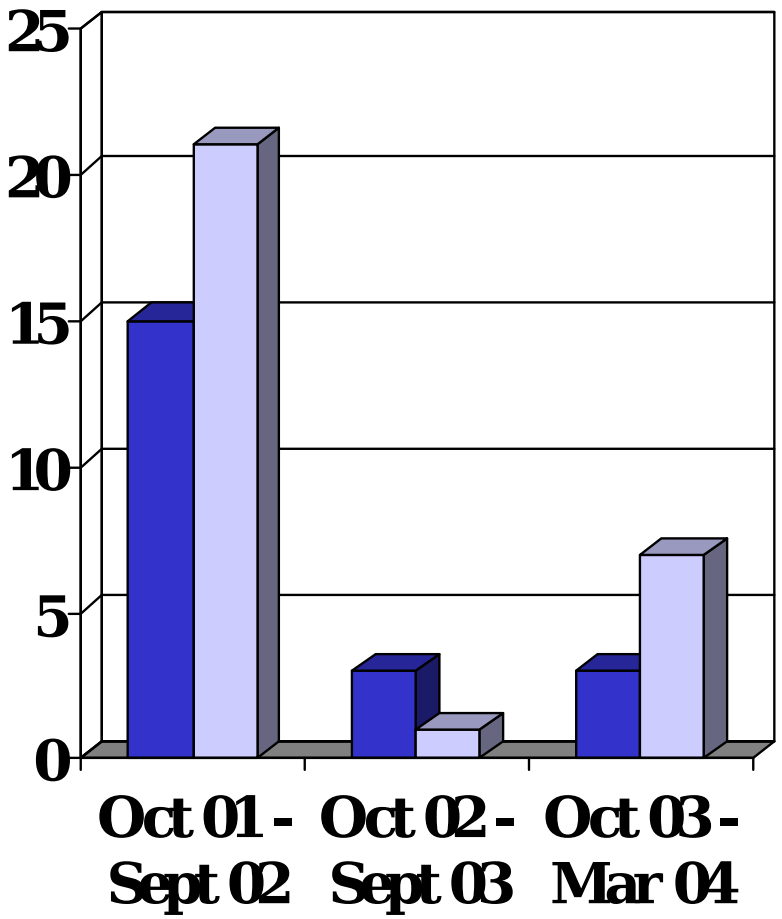
NSH's Success

Oct 2002 – Sept 2003

- Alcohol
  - 3 incidents
- Drugs
  - 1 incident

Since returning from deployment Oct 2003 - April 2004

- Alcohol - 3x
  - 2 Sailors ARD program failure
- Drugs - 7x
  - 3 Sailors - Command Sweep
  - 4 Sailors - new to command



NASHVILLE Warrior Team - Final Results!

As a team, our three vital goals were to:

- **Be Warriors <u>FIRST</u>**
- **Accomplish the <u>MISSION</u>**
- **Accepted the Mindset - Set up Sailors to <u>SUCCEED</u> for <u>LIFE</u>**

NASHVILLE's Mindset

NASHVILLE adopted these goals & mindset, had leadership buy-in, and not surprisingly had success across the board….throughout:

- Eight-month combat deployment
- 100% Mission accomplishment
- No safety incidents

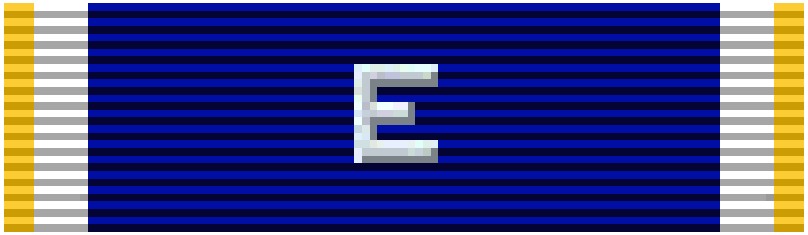
WARRIORS!!! SAILORS!!! PROFESSION

SH Results (2002-2003)

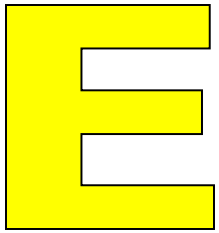
- Alcohol incidents decreased by 85%
- Drug incidents decreased by 80%
- PFA results - 99% pass
- Sailors promote 5 – 10% above Fleet average
- Attrition decreased 50%
- Retention increased 20%

"Sailors Vote with their fe

“Oh!!! Yeah…”



Battle “E”



TYCOM Safety

Golden Anchor

Continuing Command Issues

Recruiting/breaking young *thugs*

Mentoring

Fewer Drugs and Alcohol Incider

Vital Goal

"Setting Sailors up to succeed for life."

Keeping Sailors employable and promotable

"...the responsible use of alcohol and the elimination of drug abuse."

OH Yeah!

- Alcohol Deglam -
  - Don’t call it a program!
  - It’s a mindset

And Remember - Peer Pressure is a Beautiful Thing!

Questions!